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AIR TRAFFIC CONTROL RADAR REPAIR CAREER LADDER AFSC'S 30331, 30--ETC(U)
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OCCUPATIONAL SURVEY REPORT

AIR TRAFFIC CONTROL RADAR REPAIR CAREER LADDER

AFSC'S 30331, 30351, 30371, AND 30390

AFPT-90-303-198

15 MAY 1977

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OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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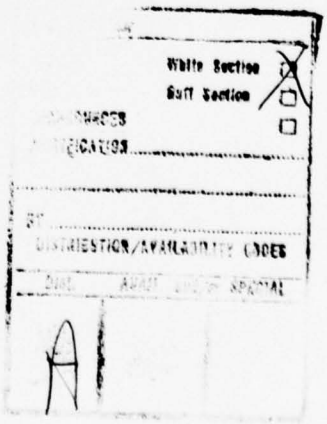

SUMMARY OF RESULTS

1. Occupational survey data show that this career ladder is adequately described by the specialty descriptions in AFM 39-1. The 303X1 STS, in general, covers the tasks performed by members of the specialty; however, some minor changes in proficiency codes were suggested.

2. There is a typical job progression in this career ladder with more time spent on supervisory, administrative, and managerial tasks, as time on active duty increases.

3. Twenty job groups in two major functional areas were identified in this report; the 1971 report identified only three major job groupings. Overall, however, findings were very similar.

4. Tasks from several duty areas have low percent performing figures among incumbents at all skill levels and with all amounts of service.

5. There are some small differences in tasks performed by Air Traffic Control Radar Repair personnel stationed in CONUS vs those stationed overseas.

6. Job interest, perceptions of the utilization of talents and perceptions of the utilization of training are more positive for members of this career field than among members of other specialties surveyed during 1976. However, reenlistment intentions are lower for AFS 303X1 personnel than for incumbents in the 1976 comparison groups.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Air Traffic Control Radar Repair Career Ladder, AFSC's 30331, 30351, 30371 and 30390. The project was directed by USAF Program Technical Training, Volume 2, dated April 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by 1Lt David S. Street, Inventory Development Specialist. Captain James. N. Eustis analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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OCCUPATIONAL SURVEY REPORT
AIR TRAFFIC CONTROL RADAR REPAIR CAREER LADDER
(AFSC'S 30331, 30351, 30371, AND 30390)

INTRODUCTION

This is a report of an occupational survey of the Air Traffic Control Radar Repair Career Ladder, (AFSC's 30331, 30351, 30371, and 30390) conducted by the Occupational Survey Branch, USAF Occupational Measurement Center.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current career field structure and training documents; and (4) conclusions.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-303-198. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 638 tasks grouped under 19 headings. Thorough research of publications and directives, personal interviews with 10 subject-matter specialists at two bases, and written reviews from 55 experienced Air Traffic Control Radar Repair personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSCs identified above. Survey administration occurred from 10 August 1976 through 21 December 1976 based upon the July 1976 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of February 1977 and the percentage by major command of inventory booklets returned from the field. The sample of 1,111 incumbents represents 56 percent of career ladder members.

After supplying identification and biographical information, incumbents indicated the tasks performed in their current job. Tasks were then rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job.

The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, no significant write-in information was received.

TABLE 1

REPRESENTATION SURVEY SAMPLE

MAJCOM	PERCENT OF SAMPLE*	PERCENT ASSIGNED***
AAC	**	0
ADC	1	0
AFCS	84	95
AFSC	7	0
ATC	4	5
HQCOMD	**	0
MAC	**	0
PACAF	**	0
SAC	**	0
TAC	1	0
USAFE	**	0

* INCLUDES DAFSC 30393 INCUMBENTS WHO SUPERVISE AFS 303X1 PERSONNEL

** INDICATES LESS THAN ONE PERCENT

*** DAFSC's 30331, 30351, 30371 AS OF FEBRUARY 1977

CAREER LADDER STRUCTURE

On the basis of similarity of tasks performed and time spent on tasks by the survey respondents the job structure of the career ladder was ascertained. This job structure is based on a computerized hierarchical grouping procedure. In this procedure, background information, such as DAFSC or work location, does not affect how incumbents are grouped together.

Based on task performance similarities among survey respondents, 20 major divisions were identified in the career ladder. The incumbents in these 20 areas account for 96 percent of the personnel surveyed. These divisions are described as job types or clusters. A job type is a group of people performing very similar groups of tasks. A cluster is usually larger with more diversity among the tasks performed, but with a degree of commonality (two related job types for instance may comprise a cluster).

Major job differences were found in two areas: Equipment Maintenance and Maintenance Support. In the equipment maintenance areas, job groups are best differentiated by: the personnel performing maintenance (specialists, technicians or first enlistment personnel); the equipment maintained; or the functional area in which the personnel work, such as, Combat Communications, Engineering and Installation (E&I), or Technical Training School. The maintenance support areas consist of groups respondents, such as, supervisors, controllers, and instructors. The various job groups identified are presented in Figure 1 and Table 2, and more fully described in Appendix A and below.

There are 10 identifiable job groups in the equipment maintenance area. The following paragraphs summarize the jobs performed on these jobs.

Equipment Maintenance

Air Traffic Control Radar Specialists, (GRP192). Members of this group who represent 13 percent of the total sample, performed a wide variety of tasks associated with air traffic control radar and associated systems. One of the factors which differentiated members of this group from the ATC Radar Repair Technicians (GRP184), was lower average amount of Air Force experience, 58 months AFMS for the specialists versus 78 months AFMS for the group labeled Technicians (GRP184).

ATC Radar Repair Technicians, (GRP184). This very large group of incumbents comprise 46 percent of the career ladder sample. The respondents in this group were very similar to each other and performed a wide variety of tasks associated with ATC radar maintenance. This group had more time in service than members of the preceding group,

tended to have a higher average skill level, and were responsible for a greater amount of supervision. The job of this group's members was broader than that of the members of the preceding group because of: (1) greater maintenance experience, and (2) responsibility for supervision.

Combat Communications and Engineering and Installation Specialists, (GRP150). The tasks performed by incumbents in this group were associated more with the establishment of radar facilities than the maintenance of equipment already in place.

NCOIC ATC Radar Maintenance, (GRP131). Survey respondents in this group (five percent of the total sample) performed a number of supervisory tasks identifiable with this position. A large number of the respondents also reported their job titles as NCOIC ATC Radar Maintenance. Even though the most time consuming duties were supervisory, technical tasks took up a majority of the time spent by these personnel.

Engineering and Installation Team Chiefs, (GRP163). The tasks performed by these respondents showed that the job performed was related to the planning and quality of new installations. Support activities responsibilities were also part of their job, such as arranging the forwarding of pay and mail and the coordinating with the host base.

ATC Evaluation Technicians, (GRP111). Tasks most likely to be performed and most time consuming for the personnel in this group involved testing the performance of ATC radar equipment and associated systems.

Combat Communications Apprentices, (GRP094). This group of job incumbents performed very rudimentary tasks related to establishing new facilities. They had a small amount of time in service. Their job as a whole was an extremely easy one.

ATC Repairman (First Job Assignment), (GRP083). An important factor identifying this group was the low amount of military experience. The majority of the group members were on their first Air Force job assignment or their first job assignment as an Air Traffic Control Radar Repairmen. On the average they performed only 77 tasks.

Hands-On Equipment Instructors, (GRP108). The respondents in this group identified themselves as Air Training Command Technical Instructors. The tasks they performed substantiate that duty position title.

Apprentice ATC Radar Repairman, (GRP036). These people perform a very few and extremely easy tasks related to the basic functions of personnel in this career field unlike ATC Repairmen (First Job Assignment, GRP083) which perform more tasks, which are more complicated.

The following groups are all classified as maintenance support. The jobs performed assist the primary mission of members of the AFS 303X1 career ladder. Unlike most of the equipment maintenance jobs, the jobs in this area tend to focus on a single function, resulting in more time being spent on a smaller number of tasks.

Maintenance Support

Quality Control (QC) Technicians, (GRP151). Seventy percent of the job time of these respondents is spent inspecting and evaluating. They identified themselves as quality control personnel.

Quality Control Supervisors, (GRP159). In addition to spending a great deal of time evaluating and inspecting, these job incumbents spend a considerable amount of time on supervisory, managerial, and administrative tasks.

Maintenance Superintendents, (GRP165). This group consisted mostly of DAFSC 30393 personnel with an average grade of E-8. Ninety-one percent of their time was spent on supervisory, managerial, and administrative tasks.

Radar Maintenance Section Chief, (GRP157). Member of this group spent a great deal of time performing supervisory, managerial, and administrative tasks (84 percent time spent). However, their grade was lower (E-7) and DAFSC distribution was shifted towards the 7-skill level, when compared to Maintenance Superintendents (GRP165).

NCOIC Maintenance Control, (GRP088). In addition to purely supervisory tasks, these respondents performed tasks related to the control and coordination of maintenance activities.

Staff NCO'S, (GRP095). This small group of highly skilled technicians perform a number of supervisory, managerial, and administrative tasks. The respondents identified themselves as a number of different types of managerial NCO's. The tasks performed are staff functions such as preparing staff studies, special reports, establishing training requirements, and a number of advisory roles.

Training Supervisors, (GRP093). These respondents performed both supervisory and training tasks. A number of tasks specifically dealt with training supervision.

Headquarters Level Technical Advisors, (GRP037). The tasks performed by this group of high level technicians dealt with providing policy guidance and assistance. Preparation and evaluation of written communications, such as regulations and various forms and reports, were the chief responsibilities of the group members.

Job Controllers, (GRP054). The majority of the tasks performed by members of this group dealt with maintenance administration and related functions.

Instructors, (GRP067). Incumbents in this group differed from the other group of instructors (GRP108) by spending more time on classroom and training administrative functions. Survey respondents in the Hands-On Equipment Instructors group (GRP108), spent more time actually working on the equipment.

TABLE 2

JOB GROUPS IDENTIFIED IN AFS 303X1 CAREER LADDER SAMPLE

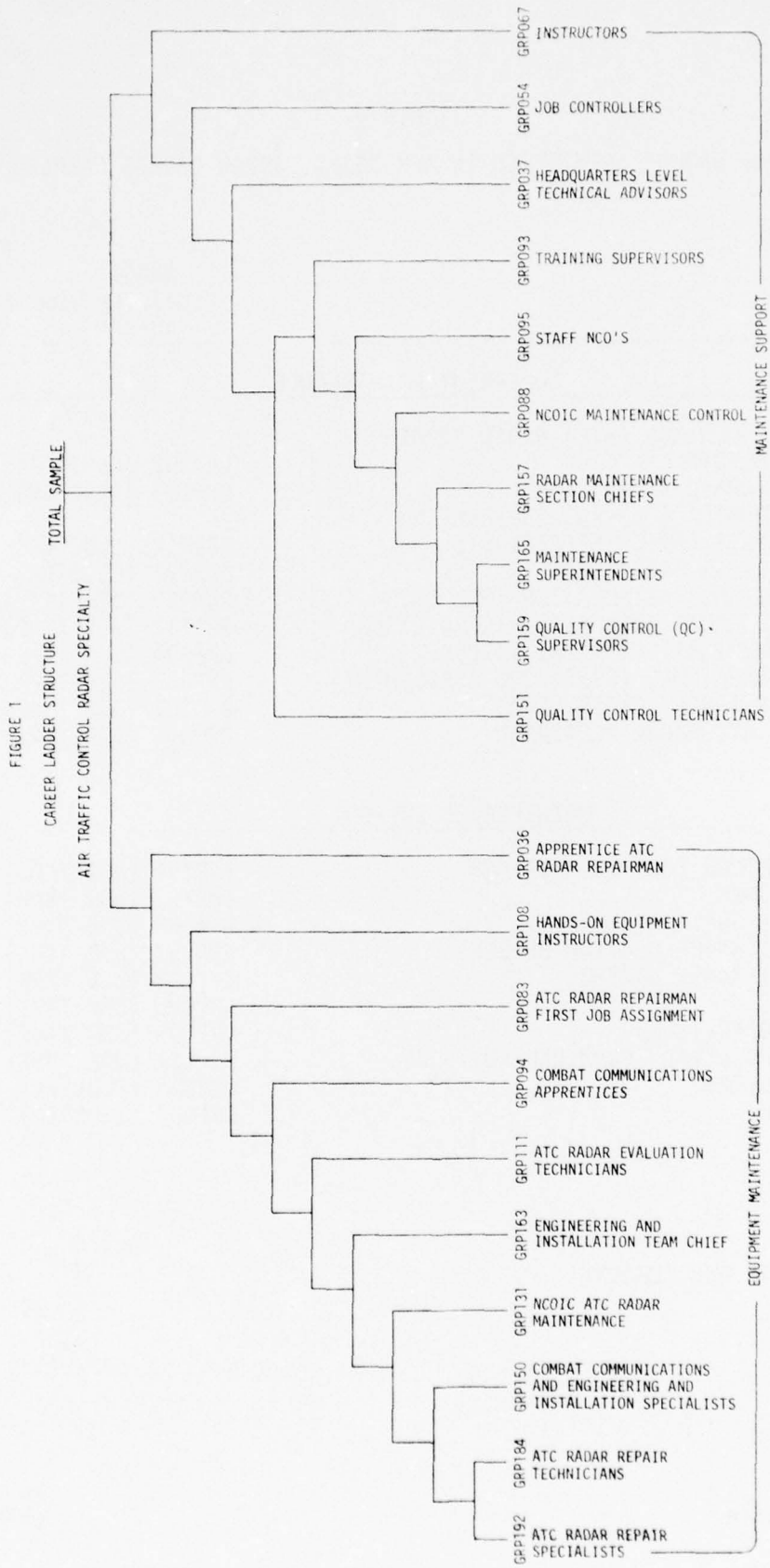
TITLE	GROUP IDENTIFICATION NUMBER	PERCENT OF SURVEY SAMPLE
EQUIPMENT MAINTENANCE		
AIR TRAFFIC CONTROL (ATC) RADAR REPAIR SPECIALISTS	GRP192 (CLUSTER)	13
ATC RADAR REPAIR TECHNICIANS	GRP184 (CLUSTER)	46
COMBAT COMMUNICATIONS AND ENGINEERING AND INSTALLATION SPECIALISTS	GRP150 (CLUSTER)	4
NCOIC ATC RADAR MAINTENANCE	GRP131 (CLUSTER)	5
ENGINEERING AND INSTALLATION TEAM CHIEF	GRP163 (JOB TYPE)	*
ATC CONTROL RADAR EVALUATION TECHNICIANS	GRP111 (JOB TYPE)	1
COMBAT COMMUNICATIONS APPRENTICES	GRP094 (JOB TYPE)	2
ATC RADAR REPAIRMAN (FIRST JOB ASSIGNMENT)	GRP083 (CLUSTER)	4
HANDS-ON EQUIPMENT INSTRUCTORS	GRP108 (JOB TYPE)	1
APPRENTICE ATC RADAR REPAIRMAN	GRP036 (JOB TYPE)	2
MAINTENANCE SUPPORT		
QUALITY CONTROL (QC) TECHNICIANS	GRP151 (JOB TYPE)	2
QC SUPERVISORS	GRP159 (JOB TYPE)	2
MAINTENANCE SUPERINTENDENTS	GRP165 (JOB TYPE)	2
RADAR MAINTENANCE SECTION CHIEFS	GRP157 (JOB TYPE)	2
NCOIC MAINTENANCE CONTROL	GRP088 (JOB TYPE)	2
STAFF NCO'S	GRP095 (JOB TYPE)	1
TRAINING SUPERVISORS	GRP093 (JOB TYPE)	1
HEADQUARTERS LEVEL TECHNICAL ADVISORS	GRP037 (JOB TYPE)	1
JOB CONTROLLERS	GRP054 (CLUSTER)	2
INSTRUCTORS	GRP067 (CLUSTER)	3
OTHER		4

* LESS THAN ONE PERCENT

FIGURE 1

CAREER LADDER STRUCTURE

AIR TRAFFIC CONTROL RADAR SPECIALTY



DISCUSSION OF DAFSC GROUPS AND COMPARISON TO AFM 39-1 SPECIALTY DESCRIPTIONS

The tasks performed by DAFSC 30351 personnel were concentrated in five duty areas which accounted for 61 percent of the job time of these airmen. This time spent was distributed among the following duties: Adjusting and Aligning Air Traffic Control Radar Power, Timing, Transmitter, or Antenna Systems (Duty I), 11 percent; Adjusting and Aligning Air Traffic Control Radar Receivers, Automatic Frequency Control (AFC) Systems Performance Monitors, or Video Processors (Duty J), 14 percent; Adjusting or Aligning Surveillance Radar or Precision Indicator Systems (Duty K), nine percent; Repairing Circuitry of Major Radar Components (Duty P), 13 percent; and Performing General Radar and Auxiliary Equipment Maintenance (Duty R), 14 percent, (See Table 3).

In comparison to the time spent on tasks from these duties by members of other DAFSC groups in this specialty, the 5-skill level personnel were clearly responsible for the major portion of the technical task performance within this career ladder.

At the 7-skill level there was a marked increase in time spent on tasks from the supervisory, managerial, administrative duties: Organizing and Planning (Duty A); Directing and Implementing (Duty B); Evaluating and Inspecting (Duty C); Training (Duty D); Preparing and Maintaining Forms, Records and Reports (Duty E); and Performing Installation Support Function (Duty F). Time spent on tasks from these six duties for respondents with DAFSC 30351 was just less than 19 percent; however, DAFSC 30371 incumbents spent 52 percent of their job time on tasks from the same duties; the job has shifted from specialist/technician to technician/supervisor. There was still a requirement for 7-skill level personnel to perform some technical tasks. These tasks were not the most time consuming however. A distribution of duty time is listed in Table 3.

Also illustrative of this job shift are data in Tables 4 and 5 which present representative tasks performed by members of these two groups. There is an apparent difference in the types of jobs being performed. Five skill level job incumbents were clearly more oriented toward performing technical tasks, the 7-skill incumbents performed more supervisory, managerial, and administrative tasks (See also Table 6) but still performed a substantial number of technical tasks.

For 9-skill level personnel supervisory, managerial, and administrative tasks required 96 percent of the job time. In all cases but one, there are substantial increases in time spent on tasks in the six supervisory, managerial, and administrative duties (See Table 7). The major difference between DAFSC 30371 and 30393 jobs incumbents was that the tasks performed

by 7-skill level personnel were more representative of a job that involving direct supervision of working specialists, as well as, technical responsibility. The 9-skill level personnel performed tasks that deal with policy, control, and evaluation (See Tables 7 and 8). These findings are typical of most Air Force specialties.

The specialty descriptions for this AFS in AFM 39-1 were reviewed to match tasks performed and assigned responsibilities with survey data. The tasks performed by the survey respondents generally support the present AFM 39-1 skill level descriptions.

TABLE 3

PERCENT TIME SPENT IN DUTIES FOR DAFSC GROUPS

DUTY	DAFSC 30351 PERSONNEL	DAFSC 30371 PERSONNEL	DAFSC 30393 PERSONNEL
A PLANNING AND ORGANIZING	2	8	25
B DIRECTING AND IMPLEMENTING	4	13	25
C EVALUATING AND INSPECTING	4	14	28
D TRAINING	3	8	5
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	5	8	11
F PERFORMING INSTALLATION SUPPORT FUNCTIONS	*	1	2
G INSTALLING AND REMOVING FIXED RADAR SITES	1	*	*
H INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR SITES	3	2	*
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	11	7	*
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	14	8	*
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	9	5	*
L ADJUSTING AND ALIGNING REMOTING AND ASSOCIATED SYSTEMS	6	4	*
M ADJUSTING AND ALIGNING IDENTIFICATION (IFF/SIF) EQUIPMENT	3	2	*
N ADJUSTING AND ALIGNING RADAR DATA TRANSFER SYSTEMS	*	*	*
O ADJUSTING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	*	*	*
P REPAIRING CIRCUITRY OF MAJOR RADAR COMPONENTS	13	7	*
Q REPAIRING CIRCUITRY OF AUXILIARY EQUIPMENT	4	3	*
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	14	6	*
S PERFORMING SUPPORT FUNCTIONS	4	2	1

* INDICATES LESS THAN ONE PERCENT

TABLE 4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 30351 PERSONNEL

TASK		PERCENT PERFORMING
I25	MEASURE POWER OUTPUT OF TRANSMITTERS	87
I24	MEASURE OR ADJUST TRANSMITTER FREQUENCIES	85
I28	MEASURE VOLTAGE STANDING WAVE RATIOS (VSWR)	85
I27	MEASURE TRANSMITTER RECEIVER (TR) RECOVERY TIMES	85
J16	ALIGN RECEIVER PRECANCELLERS	84
K14	ALIGN PRECISION SWEEP GENERATORS	84
J1	ADJUST COHERENT OSCILLATOR (COHO) FREQUENCIES	84
I29	PERFORM METER READINGS OR ADJUST METERS FOR PROPER INDICATIONS	83
K8	ALIGN PRECISION COMPOSITE VIDEO GENERATORS	83
K12	ALIGN PRECISION MAP GENERATORS	82
J13	ALIGN PRECISION RECEIVER CONVERTERS	82
J48	PERFORM RECEIVER SENSITIVITY MEASUREMENTS	82
I14	ALIGN PRECISION ANGLE VOLTAGE GENERATORS	82
J30	ALIGN TUBE TYPE CANCELLERS	82
R36	REMOVE OR INSTALL MAGNETRONS OR KLYSTRONS	82
I17	ALIGN PRECISION TRANSMITTER AND RECEIVER SYSTEMS TIMING	80
P9	ISOLATE MALFUNCTIONS IN CONVERTER CIRCUITRY	79
I22	CONDUCT PERFORMANCE CHECKS OF PRECISION TRANSMITTERS	78
P18	ISOLATE MALFUCTIONS IS MOVING TARGET INDICATOR CIRCUITRY	76
R40	RESEARCH SCHEMATIC, WIRING DIAGRAMS, OR CIRCUITRY DIAGRAMS	71

TABLE 5

REPRESENTATIVE TASKS PERFORMED BY DAFSC 30371 PERSONNEL

TASK		PERCENT PERFORMING
C16	EVALUATE WORK PERFORMANCE OF AFS 303X1 PERSONNEL	73
B30	PREPARE CORRESPONDENCE	72
D15	PREPARE OR UPDATE ON-THE-JOB TRAINING RECORDS (AF FORM 623)	70
A1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	68
C22	INSPECT TEST EQUIPMENT FOR COMPLETENESS	68
D8	DEMONSTRATE USE OF EQUIPMENT OR TOOLS	67
B13	DIRECT PREPARATION OR MAINTENANCE OF FORMS, REPORTS, OR FILES	66
B28	INVENTORY SUPPLIES OR EQUIPMENT	66
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	65
C23	PERFORM CORROSION CONTROL INSPECTIONS OF RADAR, RADIO, OR NAVIGATIONAL AIDS (NAV-AIDS) EQUIPMENT	65
D7	COUNSEL INDIVIDUALS OR TRAINING PROGRESS	64
C20	INSPECT FACILITIES	63
C21	INSPECT SITE AUXILIARY EQUIPMENT FOR OPERATIONAL READINESS	60
B27	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	58
C26	PERFORM QUALITY CONTROL INSPECTIONS OR EQUIPMENT	51

TABLE 6

PERCENT PERFORMING DIFFERENCES FOR TASKS ILLUSTRATIVE OF JOB DIFFERENCES BETWEEN DAFSC 30351 AND 30371 PERSONNEL

TASK		PERCENT PERFORMING 30351	30371	DIFFERENCE
R22	PERFORM SOLDERING OR WIRING TERMINALS OR CONNECTOR PLUGS	75	48	27
R36	REMOVE OR INSTALL MAGNETRONS OR KLYSTRONS	82	56	26
P7	ISOLATE MALFUNCTIONS IN COMPOSITE VIDEO GENERATOR CIRCUITRY	79	55	24
I10	ALIGN AIR TRAFFIC CONTROL RADAR TIMING UNITS	81	58	23
K14	ALIGN PRECISION SWEEP GENERATORS	84	61	23
I17	ALIGN PRECISION TRANSMITTER AND RECEIVER SYSTEMS TIMING	80	59	21
K8	ALIGN PRECISION COMPOSITE VIDEO GENERATORS	83	62	21
I9	ALIGN AIR TRAFFIC CONTROL RADAR SYNCHRONIZERS	81	60	21
J1	ADJUST COHERENT OSCILLATOR (COHO) FREQUENCIES	84	64	20
I27	MEASURE TRANSMITTER RECEIVED (TR) RECOVERY TIMES	85	65	20
C19	INSPECT AIR TRAFFIC CONTROL RADAR EQUIPMENT FOR OPERATIONAL READINESS OR COMPLETENESS	49	72	-23
B25	INITIATE WORK ORDER REQUESTS	37	61	-24
C2	EVALUATE CAUSES OF OPERATIONAL DISCREPANCIES	18	52	-34
D15	PREPARE OR UPDATE ON-THE-JOB TRAINING RECORDS (AF FORM 623)	31	70	-39
B13	DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES	23	66	-43
C27	PREPARE INSPECTION REPORTS	11	54	-43
C5	EVALUATE INSPECTION PROCEDURES OR REPORTS	7	51	-44
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	18	65	-47
A1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	14	68	-54
B30	PREPARE CORRESPONDENCE	15	72	-57

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY DAFSC 30393 PERSONNEL

TASK		PERCENT PERFORMING
A1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	98
B30	PREPARE CORRESPONDENCE	89
A6	DRAFT LOCAL DIRECTIVES OR OPERATIONAL PROCEDURES	80
C2	EVALUATE CAUSES OF OPERATIONAL DISCREPANCIES	78
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	76
C5	EVALUATE INSPECTION PROCEDURES OR REPORTS	73
A27	PREPARE STAFF STUDIES, STAFF SURVEYS, STAFF REPORTS, OR STAFF BRIEFINGS	71
C6	EVALUATE LOCAL OPERATING PROCEDURES	71
C1	EVALUATE AIRMAN PERFORMANCE REPORTS (APR)	71
B27	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	69
C9	EVALUATE MAINTENANCE PROCEDURES	65
C4	EVALUATE EQUIPMENT OPERATIONAL, MAINTENANCE, OR REPAIR REPORTS	62
A8	DRAFT SUPPLEMENTS OR CHANGES TO GOVERNING DIRECTIVES	60
C7	EVALUATE MAINTENANCE ACTIVITIES	60
C18	INITIATE CORRECTIVE ACTIONS BASED ON INSPECTIONS OR EQUIPMENT STATUS REPORTS	60
A13	ESTABLISH REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT	53

TABLE 8

PERCENT PERFORMING DIFFERENCES FOR TASK ILLUSTRATIVE OF JOB DIFFERENCE BETWEEN DAFSC 30371 AND 30393 PERSONNEL

TASK		PERCENT PERFORMING 30371	30393	DIFFERENCE
I24	MEASURE OR ADJUST TRANSMITTER FREQUENCIES	67	4	63
I28	MEASURE VOLTAGE STANDING WAVE RATIOS (VSWR)	66	4	62
K1	ADJUST PRECISION INDICATOR OPERATING CONTROLS	62	2	60
J5	ALIGN AFC SYSTEMS	63	4	59
K14	ALIGN PRECISION SWEEP GENERATORS	61	2	59
I7	ADJUST TRANSMITTER MODULATOR HIGH VOLTAGE POWER SUPPLIES	61	4	57
J30	ALIGN TUBE TYPE CANCELLERS	60	4	56
P16	ISOLATE MALFUNCTIONS IN MAP GENERATORS CIRCUITRY	56	0	56
I14	ALIGN PRECISION ANGLE VOLTAGE GENERATORS	61	5	55
P4	ISOLATE MALFUNCTIONS IN CANCELLER CIRCUITRY	55	0	55
K5	ADJUST SURVEILLANCE RADAR INDICATOR OPERATING CONTROLS	54	2	52
P36	ISOLATE MALFUNCTIONS IN TUBE TYPE HIGH VOLTAGE POWER SUPPLY CIRCUITRY	52	2	50
B7	DIRECT ADMINISTRATIVE SECTIONS	8	29	-20
A9	DRAFT UNIT ORGANIZATIONAL STRUCTURE	6	27	-21
A15	ESTABLISH UNIT MANPOWER REQUIREMENTS	11	33	-22
C2	EVALUATE CAUSES OF OPERATIONAL DISCREPANCIES	52	78	-26
C7	EVALUATE MAINTENANCE ACTIVITIES	30	60	-30
A6	DRAFT LOCAL DIRECTIVES OR OPERATIONAL PROCEDURES	49	80	-31
A7	DRAFT ORGANIZATIONAL POLICIES	18	55	-37
C14	EVALUATE SUGGESTIONS OR COMPLAINTS	44	84	-40
A8	DRAFT SUPPLEMENTS OR CHANGES TO GOVERNING DIRECTIVES	17	60	-43
A27	PREPARE STAFF STUDIES, STAFF SURVEYS, STAFF REPORTS, OR STAFF BRIEFINGS	25	71	-46

DISCUSSION OF AFMS GROUPS

Across six enlistments periods (1-48 months AFMS through 241+ months AFMS) several trends can be seen. First, with increasing time on active duty the amount of time spent on supervisory, managerial, and administrative tasks increases. This is a typical pattern in most Air Force specialties. Task performance for DAFSC 303X1 personnel shifts emphasis from specialist/technician to supervisory/manager most obviously during the fourth enlistment (See Table 9). Secondly, tasks from several duties consistently have extremely low to very low time spent (five percent less) for job incumbents across all enlistments. These eight duty areas are:

Duty F; Performing Installation Support Functions
Duty G; Installing and Removing Fixed Radar Sites
Duty H; Installing and Removing Mobile Air Traffic Control Radar Sites
Duty M; Adjusting and Aligning Identification (IFF/SIF) Equipment
Duty N; Adjusting and Aligning Radar Data Transfer Systems
Duty O; Adjusting and Aligning Controller Operator Training Devices
Duty Q; Repairing Circuitry of Auxiliary Equipment
Duty S; Performing Support Functions

Among the technical duties, there are several which are initially fairly to very time consuming. With succeeding enlistments however, the time spent on tasks from these duties decreases as the time spent on tasks from the supervisory and managerial duties: Organizing and Planning, (Duty A), Directing and Implementing (Duty B), Evaluating and Inspecting (Duty C), Training (Duty D), Preparing and Maintaining Forms, Records, and Reports (Duty E), and Performing Installation Support Functions (Duty F) increases. The major technical tasks performed are related to four duties:

Duty I; Adjusting and Aligning Air Traffic Control Radar Power, Timing, Transmitter, or Antenna Systems
Duty J; Adjusting and Aligning Air Traffic Control Radar Receivers, AFC Systems Performance Monitors, or Video Processors
Duty P; Repairing Circuitry of Major Radar Components
Duty R, Performing General Radar and Auxiliary Equipment Maintenance

The first six duties in the job inventory for this survey are supervisory, managerial, and administrative. As mentioned earlier, supervision becomes a major aspect of task performance for DAFSC 303X1 job incumbents in their fourth enlistment and a majority of the job time of personnel in their fifth enlistment is spent on supervisory, managerial, and administrative tasks.

TABLE 9

TIME SPENT ON TASKS FROM JOB INVENTORY DUTIES BY AFMS GROUPS

DUTY	MONTHS ACTIVE FEDERAL MILITARY SERVICE (AFMS) 1-36	36-48	1-48	49-96	97-144	145-192	193-240	241+
A PLANNING AND ORGANIZING	1	1	1	2	4	7	10	19
B DIRECTING AND IMPLEMENTING	3	4	3	4	7	12	14	23
C EVALUATING AND INSPECTING	3	4	3	5	8	13	15	24
D TRAINING	1	2	2	4	5	7	10	7
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	4	4	4	5	6	7	9	10
F PERFORMING INSTALLATION SUPPORT FUNCTIONS	*	*	*	*	2	1	1	2
G INSTALLING AND REMOVING FIXED RADAR SITES	1	1	1	1	1	*	*	*
H INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR	3	4	3	3	2	2	1	*
I INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR SITES	14	12	13	11	10	8	6	2
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	15	14	14	14	12	8	7	2
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	10	9	10	9	7	6	5	2
L ADJUSTING AND ALIGNING REMOTING AND ASSOCIATED SYSTEMS	6	6	6	6	5	4	4	1
M ADJUSTING AND ALIGNING IDENTIFICATION (IFF/SIF) EQUIPMENT	2	3	2	3	3	2	2	1
N ADJUSTING AND ALIGNING RADAR DATA TRANSFER SYSTEMS	*	*	*	*	*	*	*	*
O ADJUSTING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	*	*	*	*	*	*	*	*
P REPAIRING CIRCUITRY OF MAJOR RADAR COMPONENTS	13	13	13	12	10	8	6	2
Q REPAIRING CIRCUITRY OF AUXILIARY EQUIPMENT	4	4	4	4	4	3	2	1
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	16	14	16	13	10	8	6	2
S PERFORMING SUPPORT FUNCTIONS	4	4	4	4	3	3	2	2

* INDICATES LESS THAN ONE PERCENT

COMPARISON OF TASK PERFORMANCE DATA BETWEEN CONUS AND OVERSEAS GROUPS

The jobs performed by CONUS and overseas DAFSC 30351 personnel were compared to determine if there were significant differences due to location. As shown in Table 10, there are only small difference between these two groups with respect to time spent on tasks from the duty sections of the job inventory.

However, more variance was found with respect to percentages of personnel assigned CONUS and overseas performing individual tasks. Larger percentages of DAFSC 30351 CONUS personnel isolated malfunctions in and aligned components of the BRITE II system. There were only 11 tasks performed by at least 10 percent more CONUS than overseas personnel, 144 tasks were performed by 10 percent more of the overseas DAFSC 30351 personnel than CONUS 5-skill level personnel. Table 11 illustrates the major differences in task performance.

TABLE 10

PERCENT TIME SPENT IN DUTIES FOR DAFSC 30351
PERSONNEL ASSIGNED CONUS AND OVERSEAS

DUTY		DAFSC 30351 CONUS	DAFSC 30351 OVERSEAS	DIFFERENCE
A	PLANNING AND ORGANIZING	2	2	0
B	DIRECTING AND IMPLEMENTING	5	4	1
C	EVALUATING AND INSPECTING	4	4	0
D	TRAINING	3	1	2
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	5	5	0
F	PERFORMING INSTALLATION SUPPORT FUNCTIONS	*	*	0
G	INSTALLING AND REMOVING FIXED RADAR SITES	1	1	0
H	INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR SITES	3	3	0
I	ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	11	15	-1
J	ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	13	15	-2
K	ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	9	9	0
L	ADJUSTING AND ALIGNING REMOTING AND ASSOCIATED SYSTEMS	6	5	1
M	ADJUSTING AND ALIGNING IDENTIFICATION (IFF/SIF) EQUIPMENT	3	4	-1
N	ADJUSTING AND ALIGNING RADAR DATA TRANSFER SYSTEMS	*	*	0
O	ADJUSTING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	*	*	0
P	ADJUSTING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	12	14	-2
Q	REPAIRING CIRCUITRY OF AUXILIARY EQUIPMENT	4	4	0
R	PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	14	14	0
S	PERFORMING SUPPORT FUNCTIONS	4	3	1

* LESS THAN ONE PERCENT

TABLE 11

PERCENT PERFORMING DIFFERENCES BETWEEN DAFSC 30351
CONUS AND OVERSEAS RESPONDENTS

TASK		CONUS	OVERSEAS	DIFFERENCE
L19	ALIGN REMOTE LINE AMPLIFIERS	58	38	20
L10	ALIGN BRITE II DISPLAY MONITORS	58	39	19
L20	ALIGN REMOTE LINE DRIVERS	54	35	19
L11	ALIGN BRITE II DISPLAY PLAN POSITION INDICATOR (PPI) UNITS	56	39	17
L9	ALIGN BRITE II DISPLAY CAMERA UNITS	59	41	18
Q13	ISOLATE MALFUNCTIONS IN BRITE II PPI CIRCUITRY	53	36	17
Q12	ISOLATE MALFUNCTIONS IN BRITE II CAMERA CIRCUITRY	52	37	15
Q26	ISOLATE MALFUNCTION IN SOLID STATE BRITE II MONITOR CIRCUITRY	38	24	14
P26	ISOLATE MALFUNCTIONS IS REMOTE LINE DRIVER OR REMOTE LINE AMPLIFIER CIRCUITRY	54	42	12
Q16	ISOLATE MALFUNCTIONS IN CIRCUITRY IN 302 TELEPHONE SWITCHING SYSTEMS	22	11	11
Q27	ISOLATE MALFUNCTIONS IN TUBE TYPE BRITE II MONITOR CIRCUITRY	39	28	11
I4	ADJUST PRIMARY VOLTAGE REGULATOR ASSEMBLIES	69	83	-14
R13	INSTALL, REMOVE, OR ORIENTATE MOVING TARGET INDICATOR REFLECTORS	67	82	-15
K3	ADJUST SEARCH INDICATOR POWER SUPPLIES	68	84	-16
I31	PERFORM SPECTRUM ANALYSIS OF TRANSMITTER OUTPUTS	67	86	-19
K28	ALIGN SURVEILLANCE RADAR VIDEO MIXERS	51	70	-19
K6	ADJUST SURVEILLANCE RADAR INDICATOR VIDEO TIME COMPRESSORS	41	63	-22
J26	ALIGN SURVEILLANCE RADAR RECEIVER CONVERTERS	52	76	-24
J15	ALIGN PULSE WIDTH DISCRIMINATIONS	41	66	-25
Q25	ISOLATE MALFUNCTIONS IN ROTARY JOINTS	37	63	-26
M23	ALIGN TPX-49	25	51	-26
M15	ALIGN INTERCONNECTING GROUPS	28	54	-26
M12	ALIGN AZIMUTH PULSE GENERATOR UNITS OR ANALOG TO DIGITAL CONVERTERS	30	57	-27
J8	ALIGN INTEGRATOR OR CORRELLATORS	54	82	-28
I18	ALIGN SURVEILLANCE RADAR ANGLE MARKS	37	67	-30
M14	ALIGN INDICATOR DATA PROCESSORS (IDP)	36	67	-31

TASK DIFFICULTY

Ninety-one supervisory technicians were asked to rate the tasks in the job inventory for difficulty. Tasks were rated on a 9-point scale from very-much-below average to very-much-above average difficulty, with difficulty defined as length of time required by an average incumbent to learn to do the task. Interrater agreement was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.0. Tasks representative of various levels of task difficulty are presented in Table 12.

Of the 638 tasks in the job inventory 223 (35 percent) were rated above average difficulty (greater than 5.5); 240 tasks (38 percent) were rated in the average range (4.5 to 5.5), and 166 tasks were (26 percent) rated below average task difficulty.

TABLE 12

TASKS REPRESENTATIVE OF ABOVE AVERAGE, AVERAGE, AND BELOW AVERAGE TASK DIFFICULTY

ABOVE AVERAGE

TASK		TASK DIFFICULTY
D5	CONDUCT TECHNICAL TRAINING OF FOREIGN NATIONALS	7.6
H1	COMPUTE ANGLE BIAS OR CURSOR VOLTAGES	7.2
Q13	ISOLATE MALFUNCTIONS IN BRITE II PPI CIRCUITRY	7.0
L11	ALIGN BRITE II DISPLAY PLAN POSITION INDICATOR (PPI) UNITS	7.0
L24	ALIGN TELEVISION CAMERA	6.7
L9	ALIGN BRITE II DISPLAY CAMERA UNITS	6.7
P18	ISOLATE IN MALFUNCTIONS IN MOVING TARGET INDICATOR CIRCUITRY	6.6
J8	ALIGN INTEGRATOR OR CORRELLATORS	6.6
Q26	ISOLATE MALFUNCTIONS IN SOLID STATE BRITE II MONITOR CIRCUITRY	6.5
P4	ISOLATE MALFUNCTIONS IN CANCELLER CIRCUITRY	6.5
P19	ISOLATE MALFUNCTIONS IN PARAMETRIC AMPLIFIER CIRCUITRY	6.4
P24	ISOLATE MALFUNCTIONS IN RADAR TRANSMITTER OR MODULATOR CIRCUITRY	6.3
P32	ISOLATE MALFUNCTIONS IN SWEEP GENERATOR CIRCUITRY	6.2
K4	ADJUST SURVEILLANCE RADAR INDICATOR ANALOG CHARACTER AND SYMBOL GENERATORS	6.1
K14	ALIGN PRECISION SWEEP GENERATORS	6.1

AVERAGE

TASK		TASK DIFFICULTY
P7	ISOLATE MALFUNCTIONS IN COMPOSITE VIDEO GENERATOR CIRCUITRY	5.4
J21	ALIGN SOLID STATE VIDEO SWITCHES	5.4
I12	ALIGN CIRCULAR POLARIZERS	5.3
P23	ISOLATE MALFUNCTIONS IN PULSE WIDTH DISCRIMINATOR CIRCUITRY	5.3
J35	ALIGN TUBE TYPE VIDEO SWITCHING UNITS	5.3
J16	ALIGN RECEIVER PRECANCELLERS	5.2
Q20	ISOLATE MALFUNCTIONS IN MOVING TARGET INDICATOR (MTI) REFLECTOR CIRCUITRY	5.2
L31	ALIGN VIDEO MAPPER PRETRIGGER DELAY CARDS	5.1
I9	ALIGN AIR TRAFFIC CONTROL RADAR SYNCHRONIZERS	5.0
P15	ISOLATE MALFUNCTIONS IN LOCK TEST PULSE GENERATOR CIRCUITRY	4.9
K8	ALIGN PRECISION COMPOSITE VIDEO GENERATORS	4.9
R22	PERFORM SOLDERING ON WIRING TERMINALS OR CONNECTOR PLUGS	4.9
J4	ALIGN AUTOMATIVE FREQUENCY CONTROL (AFC) LIMIT INDICATORS	4.9
L6	ALIGN REMOTED PRECISION OPERATING CONTROLS	4.8
J39	CONDUCT PERFORMANCE CHECKS OF AFC SYSTEMS	4.8

TABLE 12
(CONTINUED)

TASKS REPRESENTATIVE OF ABOVE AVERAGE, AVERAGE, AND BELOW AVERAGE TASK DIFFICULTY

BELOW AVERAGE

TASK		TASK DIFFICULTY
R13	INSTALL, REMOVE, OR ORIENTATE MTI REFLECTORS	4.3
I4	ADJUST PRIMARY VOLTAGE REGULATOR ASSEMBLIES	4.2
P55	REMOVE OR INSTALL SOLID STATE INDICATOR SUBORDINATES	4.2
R19	PERFORM CORROSION CONTROL OR EQUIPMENT VANS OR TRAILERS	4.1
L38	CONDUCT PERFORMANCE CHECKS OR POWERED TURNTABLES	4.0
E8	PREPARE MAINTENANCE FORMS	4.0
B25	INITIATE WORK ORDER REQUESTS	3.9
I5	ADJUST REGULATED ALTERNATING CURRENT (AC) POWER SUPPLIES	3.8
I7	ADJUST TRANSMITTER-MODULATOR HIGH VOLTAGE POWER SUPPLIES	3.7
R35	REMOVE OR INSTALL MAGNETRON MAGNETS	3.7
I24	MEASURE OR ADJUST TRANSMITTER FREQUENCIES	3.4
R43	TEST VACUUM TUBES	3.2

COMPARISON OF OCCUPATIONAL SURVEY DATA WITH STS 303X1

A review of the Specialty Training Standard (STS) indicated that the STS 303X1 adequately covers the areas of responsibility of airmen in the specialty and are generally supported by survey data.

However there are tasks from eight of the job inventory duties for which the percent members performing and percent time spent figures were low for incumbents at all skill levels. These are:

Duty F, Performing Installation Support Functions
Duty G, Installing and Removing Fixed Radar Sites
Duty H, Installing and Removing Mobile Air Traffic Control Radar Sites
Duty M, Adjusting and Aligning Identification (IFF/SIF) Equipment
Duty N, Adjusting and Aligning Radar Data Transfer Systems
Duty O, Adjusting and Aligning Controller Operator Training Devices
Duty Q, Repairing Circuitry of Auxiliary Equipment
Duty S, Performing Support Functions

Consideration should be given to assessing the current proficiency code of STS requirements related to tasks in these areas in view of the limited involvement of members of the specialty with these tasks.

DISCUSSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING

In the background information section of the job inventory incumbents were asked questions which indicate how they felt about their job, the utilization of their talents, the utilization of their training and their reenlistment intentions. The results for Air Traffic Control Radar Repair personnel are summarized in Table 13. A majority of first enlistment respondents found their jobs "fairly interesting" to "extremely interesting". Also, a majority found both their talents and training utilized "fairly well" to "perfectly". Similar percentages of personnel in second and subsequent enlistments reported satisfaction with their jobs in the Air Force.

Compared to the findings in a sample of occupational survey reports for CY 1976, a greater percentage of first enlistment ATC Radar Repair personnel reported their jobs interesting. Also, more felt their talents and training are being utilized favorably than first enlistment respondents in more than 20 surveys last year. Despite these positive indicators, a greater percentages of first enlistment DAFSC 303X1 job incumbents in this survey plan to leave the Air Force (See Table 14) than in the sample of first term airmen surveyed in 1976.

Among career (49-240+ months AFMS) job incumbents in AFS 303X1 job interest, feelings about the utilization of their talents and their training were slightly higher than found in the 1976 comparison group of career airmen. However, reenlistment plans for career AFS 303X1 personnel were 14 percent lower than among the sample of career incumbents surveyed in 1976.

TABLE 13

SUMMARY OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING AND REENLISTMENT INTENTIONS BY PERCENT MEMBERS RESPONDING

	1-48 MONTHS AFMS	49-240+ MONTHS AFMS	1976 COMPARISON DATA 1-48	1976 COMPARISON DATA 49-240+
I FIND MY JOB				
EXTREMELY TO FAIRLY DULL	10	7	17	9
SO-SO	13	10	18	11
FAIRLY TO EXTREMELY INTERESTING	77	83	65	80
MY JOB UTILIZES MY TALENTS				
NOT AT ALL OR VERY LITTLE	19	14	29	15
FAIRLY WELL TO PERFECTLY	81	86	71	85
MY JOB UTILIZES MY TRAINING				
NOT AT ALL OR VERY LITTLE	18	18	21	17
FAIRLY WELL TO PERFECTLY	82	82	79	83
PLAN TO REENLIST				
YES AND PROBABLY YES	38	41	57	27
NO AND PROBABLY NO	62	59	43	73

COMPARISON WITH EARLIER SURVEY

An occupational survey was conducted and reported on this specialty in November 1971. In comparison to the earlier the only important differences found were relative to career ladder structure. In the 1971 study only three groups were reported: General Radar Maintenance; Management, Supervision and Training; and Training Instruction. In this report, 20 job groupings were identified. No other major differences were noted.

CONCLUSIONS

Occupational survey data support the existing structure of AFS 303X1 and the AFM 39-1 Specialty Descriptions.

Some STS paragraphs might have codings reduced in light of the low percent members performing and low time spent data.

APPENDIX A

EQUIPMENT MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP192, AIR TRAFFIC CONTROL (ATC) RADAR REPAIR SPECIALISTS

PERCENT OF SAMPLE: 13

MAJOR COMMAND DISTRIBUTION: AFCS 83% AFSC 12% ATC 1% SAC 2% TAC 1% USAFE 1%

LOCATION: CONUS 86% OVERSEAS 13 NO RESPONSE 1%

DAFSC DISTRIBUTION: 30331 (16%), 30351 (78%), 30371 (4%), NO RESPONSE 2%

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 83 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 87 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 90 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	17
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	15
P REPAIRING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	15
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	15
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	9

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
J16 ALIGN RECEIVER PRECANCELLERS	98
I24 MEASURE OR ADJUST TRANSMITTER FREQUENCIES	97
I25 MEASURE POWER OUTPUT OF TRANSMITTERS	97
J13 ALIGN PRECISION RECEIVER CONVERTERS	96
K12 ALIGN PRECISION MAP GENERATORS	96

GROUP ID NUMBER AND TITLE: GRP184, ATC RADAR REPAIR TECHNICIANS

PERCENT OF SAMPLE: 46

MAJOR COMMAND DISTRIBUTION: AFCS 91% AFSC 7% OTHER 2%

LOCATION: CONUS 76% OVERSEAS 24%

DAFSC DISTRIBUTION: 30331 (7%), 30351 (74%), 30371 (19%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 37 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 90 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 91 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 223

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
J	ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	15
P	REPAIRING AND ALIGNING CONTROLLER OPERATOR TRAINING DEVICES	15
R	PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	13
I	ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	11
K	ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	10

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
I25	MEASURE POWER OUTPUT OF TRANSMITTERS	99
I27	MEASURE TRANSMITTER-RECEIVER(TR) RECOVERY TIMES	99
J1	ADJUST COHERENT OSCILLATOR (COHO) FREQUENCIES	98
J48	PERFORM RECEIVER SENSITIVITY MEASUREMENTS	98
P18	ISOLATE MALFUNCTIONS IN MOVING TARGET INDICATOR CIRCUITRY	96

GROUP ID NUMBER AND TITLE: GRP150, COMBAT COMMUNICATIONS AND ENGINEERING AND INSTALLATION SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30331 (3%), 30351 (72%), 30371 (25%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 41 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 64 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 37 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 65 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 265

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	14
H INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR SITES	14
P REPAIRING CIRCUITRY OF MAJOR RADAR COMPONENTS	10
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	10
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	9

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
H13 INSTALL OR REMOVE INTERCONNECTING CABLES	100
H10 INSTALL OR REMOVE GIN POLES OR JACKS	97
H25 LEVEL TRAILERS OR CHECK TRAILER TILT	97
H19 INSTALL OR REMOVE SEARCH ANTENNA ASSEMBLIES	92
S11 DRIVE HEAVY DUTY VEHICLES, SUCH AS ONE AND ONE-HALF TON TRUCKS TO 10-TON TRACTOR TRAILER COMBINATIONS	95

GROUP ID NUMBER AND TITLE: GRP131, NCOIC ATC RADAR MAINTENANCE

PERCENT OF SAMPLE: 5

MAJOR COMMAND DISTRIBUTION: AFCS 96% SAC 2% NO RESPONSE 2%

LOCATION: CONUS 84% OVERSEAS 16%

DAFSC DISTRIBUTION: 30331 (2%), 30351 (22%), 30371 (72%), 30393 (2%), NO RESPONSE 2%

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 96 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 84 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 96 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 92 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 200

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	15
C EVALUATING AND INSPECTING	12
P REPAIRING CIRCUITRY OF MAJOR RADAR COMPONENTS	9
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	8
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	8

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
B16	DIRECT RADAR EQUIPMENT MAINTENANCE OR REPAIR	100
C16	EVALUATE WORK PERFORMANCE OF AFS 303X1 PERSONNEL	98
C7	EVALUATE MAINTENANCE ACTIVITIES	94
B13	DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES	92
D15	PREPARE OR UPDATE ON-THE-JOB TRAINING RECORDS (AF FORM 623)	90

GROUP ID NUMBER AND TITLE: GRP163, ENGINEERING AND INSTALLATION TEAM CHIEF

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 80% AFSC 20%

LOCATION: CONUS 60% OVERSEAS 40%

DAFSC DISTRIBUTION: 30351 (40%), 30371 (60%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 60 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 80 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 258

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING INSTALLATION SUPPORT FUNCTIONS	14
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	12
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	10
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	8
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
F5	CONDUCT SCHEME PACKAGE OPERATIONAL TESTS OF NEW INSTALLATIONS	100
F6	CONDUCT SHAKEDOWN TESTS ON NEW INSTALLATIONS	100
F9	DEFINE REQUIREMENTS FOR INSTALLATION SCHEME PUBLICATIONS, TOOLS, TEST EQUIPMENT, OR SUPPLIES	100
G2	INSTALL OR REMOVE AIR TRAFFIC CONTROL RADAR SYSTEMS	100
S12	DRIVE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS OR PASSENGER AUTOMOBILES	100

GROUP ID NUMBER AND TITLE: GRP111, ATC EVALUATION TECHNICIANS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 88% AFSC 12%

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 30331 (12%), 30351 (25%), 30371 (51%), 30591 (12%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 50 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 175

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	21
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	20
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	9
B DIRECTING AND IMPLEMENTING	8
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	6

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
I22 CONDUCT PERFORMANCE CHECKS OF PRECISION TRANSMITTERS	100
I31 PERFORM SPECTRUM ANALYSIS OF TRANSMITTER OUTPUTS	100
J13 ALIGN PRECISION RECEIVER CONVERTERS	100
J39 CONDUCT PERFORMANCE CHECKS OF AFC SYSTEMS	100
C15 EVALUATE TESTS OR TEST ITEMS	75

GROUP ID NUMBER AND TITLE: GRP094, COMBAT COMMUNICATIONS APPRENTICES

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 87 AFSC 13%

LOCATION: CONUS 87% OVERSEAS 13%

DAFSC DISTRIBUTION: 30331 (22%), 30351 (78%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: FOUR PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 57 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 35 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 56 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 112

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H INSTALLING AND REMOVING MOBILE AIR TRAFFIC CONTROL RADAR SITES	23
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	19
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	12
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	12
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
H25 LEVEL TRAILERS OR CHECK TRAILER TILT	100
I25 MEASURE POWER OUTPUT OF TRANSMITTERS	100
H10 INSTALL OR REMOVE GIN POLES OR JACKS	91
H16 INSTALL OR REMOVE PRECISION ELEVATION OR AZIMUTH ANTENNA ARRAYS	91
H22 INSTALL OR REMOVE ULTRA HIGH FREQUENCY (UHF) ANTENNAS	87

GROUP ID NUMBER AND TITLE: GRP083, ATC REPAIRMAN (FIRST JOB ASSIGNMENT)

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 86% AFSC 10% TAC 2% USAFE 2%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 30331 (33%), 30351 (65%), 30371 (2%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: FIVE PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 75 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 81 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 81 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	20
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	19
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	18
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	13
P REPAIRING CIRCUITRY OF MAJOR RADAR COMPONENTS	10

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
I25 MEASURE POWER OUTPUT OF TRANSMITTERS	94
K2 ADJUST PRECISION INDICATOR POWER SUPPLIES	94
J16 ALIGN RECEIVER PRECANCELLERS	90
I14 ALIGN PRECISION ANGLE VOLTAGE GENERATORS	85
R43 TEST VACUUM TUBES	85

GROUP ID NUMBER AND TITLE: GRP108, HANDS-ON EQUIPMENT INSTRUCTORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30351 (25%), 30371 (75%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 95

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	25
D TRAINING	21
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTER, OR ANTENNA SYSTEMS	16
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	11
B DIRECTING AND IMPLEMENTING	6

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
D1	CONDUCT FORMAL CLASSROOM TRAINING	100
D11	EVALUATE STUDENT PROGRESS	100
J1	ADJUST COHERENT OSCILLATOR (COHO) FREQUENCIES	100
J5	ALIGN AFC SYSTEMS	100
J48	PERFORM RECEIVER SENSITIVITY MEASUREMENTS	100

GROUP ID NUMBER AND TITLE: GRP036, APPRENTICE ATC RADAR REPAIRMAN

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 70% AFSC 18% PACAF 6% USAFE 6%

LOCATION: CONUS 76% OVERSEAS 24%

DAFSC DISTRIBUTION: 30331 (77%), 30351 (23%)

AVERAGE GRADE: 3

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 70 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 82 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 38

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
R PERFORMING GENERAL RADAR AND AUXILIARY EQUIPMENT MAINTENANCE	34
I ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR POWER, TIMING, TRANSMITTERS, OR ANTENNA SYSTEMS	20
J ADJUSTING AND ALIGNING AIR TRAFFIC CONTROL RADAR RECEIVERS, AFC SYSTEMS PERFORMANCE MONITORS, OR VIDEO PROCESSORS	10
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	8
S PERFORMING SUPPORT FUNCTIONS	6

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
R43 TEST VACUUM TUBES	88
I24 MEASURE OR ADJUST TRANSMITTER FREQUENCIES	82
R4 CLEAN MAINTENANCE WORK AREAS	82
R23 REMOVE DUST OR DIRT FROM EQUIPMENT CHASIS	76
R40 RESEARCH SCHEMATIC, WIRING DIAGRAMS, OR CIRCUITRY DIAGRAMS	65

MAINTENANCE SUPPORT

GROUP ID NUMBER AND TITLE: GRP151, QUALITY CONTROL TECHNICIANS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 5% AFCS 95%

LOCATION: CONUS 68% OVERSEAS 32%

DAFSC DISTRIBUTION: 30351 (26%), 30571 (69%), 30393 (5%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 34 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 79 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 79 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 63 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 27

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	70
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	16
A ORGANIZING AND PLANNING	6

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
C27 PREPARE INSPECTION REPORTS	95
C23 PERFORM CORROSION CONTROL INSPECTIONS OF RADAR, RADIO, OR NAVIGATIONAL AIDS (NAV-AIDS) EQUIPMENT	89
C24 PERFORM PERIODIC EVALUATIONS OR WORK CENTERS	89
C26 PERFORM QUALITY CONTROL (QC) INSPECTIONS OF EQUIPMENT	89
C7 EVALUATE MAINTENANCE ACTIVITIES	84

GROUP ID NUMBER AND TITLE: GRP159, QUALITY CONTROL (QC) SUPERVISORS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 11% AFSC 84% TAC 5%

LOCATION: CONUS 74% OVERSEAS 26%

DAFSC DISTRIBUTION: 30351 (5%), 30371 (69%), 30373 (26%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 44 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 89 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 89 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 66

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	40
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	17
B DIRECTING AND IMPLEMENTING	15
A ORGANIZING AND PLANNING	14

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
B30 PREPARE CORRESPONDENCE	100
C5 EVALUATE INSPECTION PROCEDURES OR REPORTS	100
C27 PREPARE INSPECTION REPORTS	100
B27 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	95
E10 PREPARE STATUS, DEFICIENCY, OR ACTIVITY REPORTS	95

GROUP ID NUMBER AND TITLE: GRP165, MAINTENANCE SUPERINTENDENTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AAC 5% ADC 12% AFCS 64% AFSC 9%
ATC 5% TAC 5%

LOCATION: CONUS 86% OVERSEAS 14%

DAFSC DISTRIBUTION: 30371 (14%), 30393 (86%)

AVERAGE GRADE: 8

AMOUNT OF SUPERVISION: 95 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 86 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 86 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 77 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 61

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C EVALUATING AND INSPECTING	34
B DIRECTING AND IMPLEMENTING	27
A ORGANIZING AND PLANNING	21
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	9

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
A1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	100
B30	PREPARE CORRESPONDENCE	100
C2	EVALUATE CAUSES OF OPERATIONAL DISCREPANCIES	98
C7	EVALUATE MAINTENANCE ACTIVITIES	91
E4	DRAFT CORRESPONDENCE OR MESSAGES	91

GROUP ID NUMBER AND TITLE: GRP157, RADAR MAINTENANCE SECTION CHIEFS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AAC 3% AFSC 85% AFSC 4% SAC 4%
TAC 4%

LOCATION: CONUS 81% OVERSEAS 19%

DAFSC DISTRIBUTION: 30351 (3%), 30371 (62%), 30393 (35%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 88 PERCENT SUPERVISE AN AVERAGE OF SEVEN SUBORDINATES

EXPRESSED JOB INTEREST: 96 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 92 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 95

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	29
C EVALUATING AND INSPECTING	23
A ORGANIZING AND PLANNING	20
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	12

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
A17	PLAN EQUIPMENT REPLACEMENT, REPAIR, OR DISPOSAL	96
B13	DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES	96
B30	PREPARE CORRESPONDENCE	96
B16	DIRECT RADAR EQUIPMENT MAINTENANCE OR REPAIR	92
A23	PREPARE MAINTENANCE SCHEDULES	88

GROUP ID NUMBER AND TITLE: GRP088, NCOIC MAINTENANCE CONTROL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AAC 6% ADC 6% AFCS 88%

LOCATION: CONUS 65% OVERSEAS 35%

DAFSC DISTRIBUTION: 30351 (29%), 30371 (53%), 30393 (12%), NO RESPONSE 6%

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 82 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 88 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 35 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	28
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	24
A ORGANIZING AND PLANNING	21
C EVALUATING AND INSPECTING	13

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
B13 DIRECT PREPARATION OR MAINTENANCE OF FORMS, RECORDS, REPORTS, OR FILES	94
B30 PREPARE CORRESPONDENCE	94
E16 UPDATE STATUS BOARDS OR CHARTS	88
E2 COMPILE MAINTENANCE DATA FOR RECORDS PURPOSES	71
B27 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	71

GROUP ID NUMBER AND TITLE: GRP095, STAFF NCO'S

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 72% AFSC 14% TAC 14%

LOCATION: CONUS 86% OVERSEAS 14%

DAFSC DISTRIBUTION: 30371 (71%), 30393 (29%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 71 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 86 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 96 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 38

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A ORGANIZING AND PLANNING	35
C EVALUATING AND INSPECTING	21
B DIRECTING AND IMPLEMENTING	17

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
A10	ESTABLISH PERSONNEL TRAINING REQUIREMENTS	100
A27	PREPARE STAFF STUDIES, STAFF SURVEYS, STAFF REPORTS, OR STAFF BRIEFINGS	100
B30	PREPARE CORRESPONDENCE	100
C8	EVALUATE MAINTENANCE DATA OR EQUIPMENT RECORDS	86
C10	EVALUATE MAINTENANCE PRODUCTION REPORTS	86

GROUP ID NUMBER AND TITLE: GRP093, TRAINING SUPERVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 36% ATC 64%

LOCATION: CONUS 91% OVERSEAS 9%

DAFSC DISTRIBUTION: 30371 (91%), 30393 (9%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF 10 SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED:

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	31
D TRAINING	26
A ORGANIZING AND PLANNING	14
C EVALUATING AND INSPECTING	12

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
D7	COUNSEL INDIVIDUALS ON TRAINING PROGRESS	100
D13	PREPARE JOB PROFICIENCY GUIDES (JPG) OR JPG CONTINUATION SHEET FORMS (AF FORM 797)	100
A16	INITIATE PERSONNEL ACTIONS	91
B15	DIRECT PREPARATION OF TRAINING LITERATURE	73

GROUP ID NUMBER AND TITLE: GRP037, HEADQUARTERS LEVEL TECHNICAL ADVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: ADC 30% AFCS 62% TAC 8%

LOCATION: CONUS 92% OVERSEAS 8%

DAFSC DISTRIBUTION: 30371 (39%), 30393 (61%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 38 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 77 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 77 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 54 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	30
A ORGANIZING AND PLANNING	27
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	19
C EVALUATING AND INSPECTING	18

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
A1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	92
B30	PREPARE CORRESPONDENCE	85
E4	DRAFT CORRESPONDENCE OR MESSAGES	85
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	46
C2	EVALUATE CAUSES OF OPERATIONAL DISCREPANCIES	46

GROUP ID NUMBER AND TITLE: GRP054, JOB CONTROLLERS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 90% AFSC 5% MAC 5%

LOCATION: CONUS 85% OVERSEAS 15%

DAFSC DISTRIBUTION: 30351 (90%), 30371 (10%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 50 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 55 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 50 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 30 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	51
B DIRECTING AND IMPLEMENTING	21
A ORGANIZING AND PLANNING	13
S PERFORMING SUPPORT FUNCTIONS	11

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
E16	UPDATE STATUS BOARDS OR CHARTS	100
E2	COMPILE MAINTENANCE DATA FOR RECORDS PURPOSES	70
E8	PREPARE MAINTENANCE FORMS	70
E1	COMPILE EQUIPMENT CONDITION STATISTICS FOR TELEPHONE OR WRITTEN REPORTS	55
S37	PERFORM WORKLOAD CONTROL FUNCTIONS FOR DEPUTY CHIEF OF MAINTENANCE (DCM)	45

GROUP ID NUMBER AND TITLE: GRP067, INSTRUCTORS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 14% ATC 86%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30351 (68%), 30371 (32%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 96 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 93 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 93 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	53
B DIRECTING AND IMPLEMENTING	12
K ADJUSTING OR ALIGNING SURVEILLANCE RADAR OR PRECISION INDICATOR SYSTEMS	8

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
D1	CONDUCT FORMAL CLASSROOM TRAINING	100
D8	DEMONSTRATE USE OF EQUIPMENT OR TOOLS	100
D14	PREPARE LESSON PLANS	100
D11	EVALUATE STUDENT PROGRESS	96
D4	CONDUCT TECHNICAL TRAINING OF AFS 303X1 PERSONNEL	90